



^{CCS}
disability action
Including all people

TE HUNGA HAUĀ MAURI MŌ NGĀ TĀNGATA KATOĀ

Briefing to:
Hon Carmel Sepuloni
Minister for Social Development

30 November 2017

Contents

Executive summary	2
Recommendations	3
Introduction	4
About us.....	4
Disabled New Zealanders do not get a fair go	5
Discrimination and employer attitudes	7
Carers of disabled children	8
Young people	9
Gender	10
Ethnicity	11
We need change	12
What we need to do	12
Recommendation	14
Health & Safety.....	14
Recommendations	15
Income exemptions.....	15
Recommendation	16
Making the Out of School Care and Recreation (OSCAR) subsidy work	17
Recommendations	17
Reducing administrative inefficiency	17
Recommendation	18
Overseas travel.....	19
Recommendation	19
Thank you	20
Bibliography	21

Executive summary

- In a 2012 survey of employers, 78% said they believed disabled people were discriminated against in employment. 59% felt there were barriers that might stop disabled people from being employed in their own workplace.
- Across age, ethnicity and gender, disabled people have a significantly higher unemployment rate. Disabled women aged 15 to 44 have the highest unemployment rate at 15%.
- The situation with young disabled people is particularly concerning. 42.3% of people with disabilities aged 15 to 24 are not in employment, education or training.
- In the 2013 Disability Survey, an estimated 17% of primary carers of disabled children were unemployed. This is higher than for sole parents in general or mothers in two-parent households.
- There is no accurate data on the number of disabled parents in New Zealand or their employment status. The needs of disabled parents are often overlooked both by mainstream services as well as by support services for disabled children.
- We lack good data on ethnicity, disability and employment. From the available data, it is clear that disabled Māori and Pacific peoples are less likely to be employed.
- A recent study by the New Zealand Institute for Economic Research shows the high unemployment rate of disabled people represents an enormous opportunity cost for society. They calculated a gain in GDP of \$1.45billion if the unemployment rates for disabled people were equalised with non-disabled people.
- There is a need to take a whole of government approach to tackling the high rate of unemployment amongst disabled people.
- Since the health and safety law changes in 2015, we have seen anecdotal evidence that health and safety is becoming a bigger barrier for disabled jobseekers.
- The currently income exemption for people classified as “severely disabled” is inequitable, inconsistently applied and administratively inefficient.
- The Out of School Care and Recreation (OSCAR) subsidy makes no allowances for children requiring extra support.
- The Child Disability Allowance and the Disability Allowance use different eligibility criteria despite disabled children being able to receive both.

Recommendations

That as the Minister for Social Development you

- Direct the Ministry of Social Development to work with other government departments to develop a coherent strategy for tackling unemployment amongst disabled people. The strategy should pay particular attention to tackling unemployment amongst young disabled people, carers of disabled children, disabled parents, younger disabled woman, disabled Māori and disabled Pacific peoples.
- Direct the Ministry of Social Development to work with Worksafe to collect data and/or carry out research on the impact of the health and safety law changes on disabled people.
- Direct the Ministry of Social Development to work with Worksafe to develop ways to make sure health and safety is not being used as an excuse to discriminate against disabled people.
- Direct the Ministry of Social Development to model the fiscal impact of expanding the income exemption to everyone on the Supported Living Payment, including taking into account possible positive effects.
- Direct the Ministry of Social Development to change the income exemption for people who are severely disabled into a universal exemption for everyone on the Supported Living Payment.
- Direct the Ministry of Social Development to develop a realistic Out of School Care and Recreation (OSCAR) subsidy level for disabled children.
- Merge the eligibility criteria for the Child Disability Allowance and the Disability Allowance, while retaining the non-income tested status for the Child Disability Allowance.
- Amend subsection 3A of Section 77 of the Social Security Act to allow everyone on the Supported Living Payment to travel for up to six weeks.

Introduction

Congratulations on being appointed Minister for Social Development. As Minister for Social Development you play a vital role in ensuring disabled New Zealanders get a fair go.

We want to share our knowledge with you. We do not have all the answers, but we can provide you with advice and analysis to help you make better decisions.

Our vision

Disabled people are included in the life of their community and family.

It has never been more vital that disabled people in New Zealand are included in the community. With the aging population, the number of disabled people is set to increase. Already disabled people make up almost a quarter of the population. We are running out of time to create an inclusive society.

Being included in the community means disabled people have equal access to education, employment, buildings, infrastructure and transport. People with disabilities need to have the same choices as non-disabled people, such as the choice of where to live and where to work.

As Minister for Social Development, you have a key role to play in ensuring disabled people get a fair go in the community and employment.

About us

CCS Disability Action is a community organisation that has been advocating for disabled people to be included in the community since 1935. As of May 31 2017, we were providing support to around 4,000 children, young people and adults through our 17 branches, which operate from Northland to Invercargill. Our support focuses on breaking down barriers to participation. We receive a mixture of government and private funding.

Disabled New Zealanders do not get a fair go

Too often disabled people do not get a fair go. They do not get the same opportunities as non-disabled people.

Disabled people do not always have equal access to education, employment, buildings, infrastructure and transport. As a result, some disabled people are excluded from employment and the community.

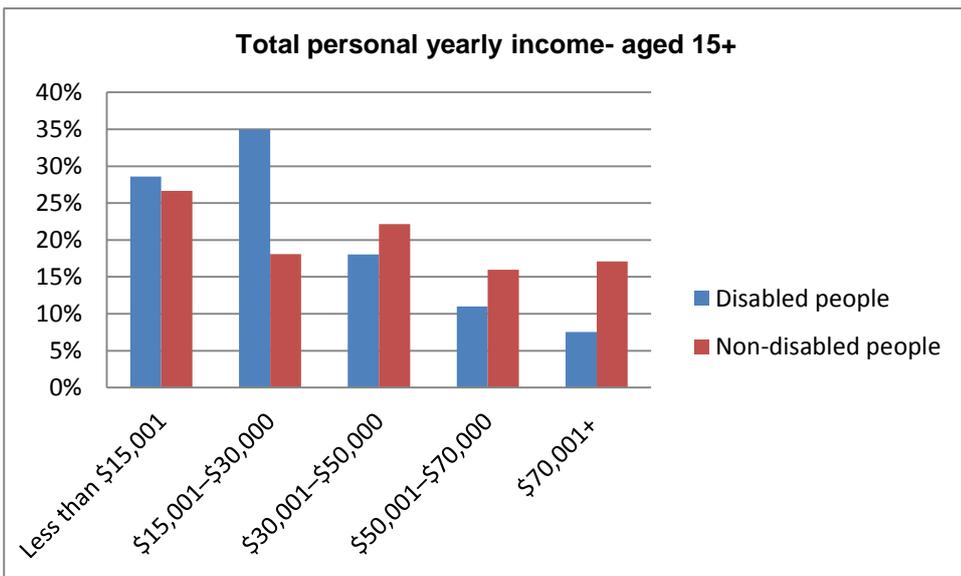
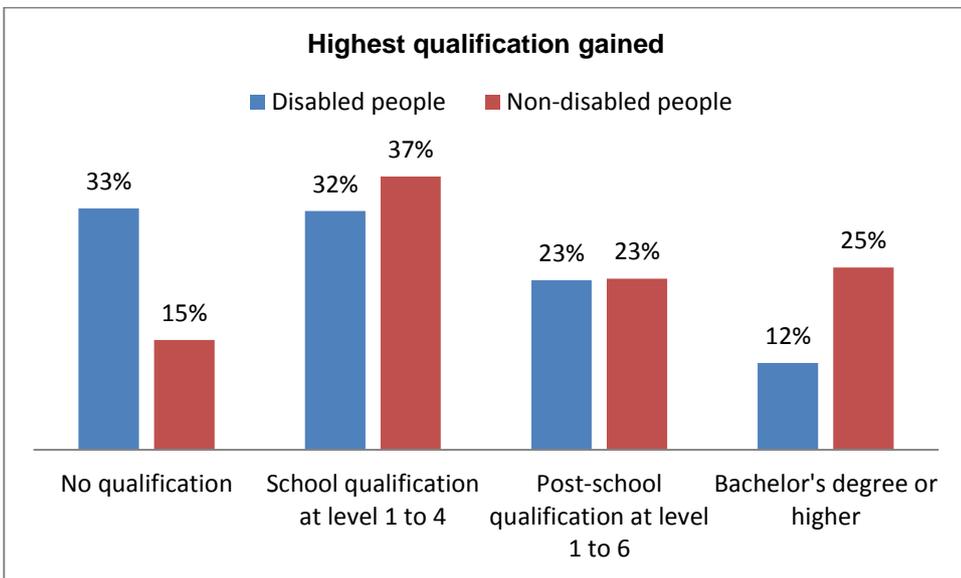
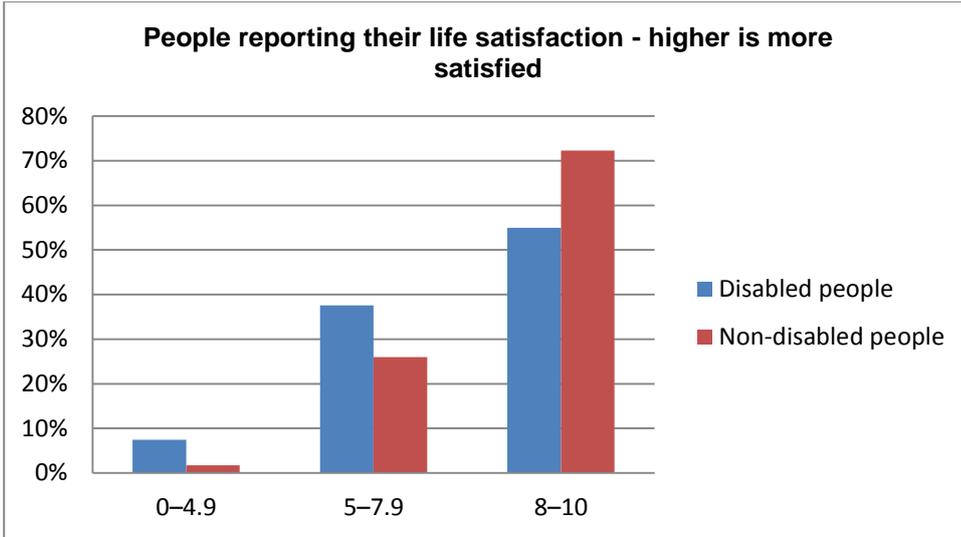
This is bad for disabled people and wider society.

Considerable money is spent on disability related services and income support, but there are often poor outcomes for disabled people.

In the 2013 Disability Survey, disabled people;

- were less likely to report a high level of life satisfaction;
- were less likely to feel safe at home or in their neighbourhood;
- were twice as likely to be the victim of violent crime;
- more likely to report being discriminated against and more likely to be discriminated against more than three times over a twelve month period;
- more likely to have no qualification and less likely to have a bachelor's degree or higher;
- had higher unemployment and lower labour force participation and;
- more likely to have lower incomes and live in lower income households.

We can do better and we must do better. A nation survives and thrives on how well it includes all its citizens in everyday life.



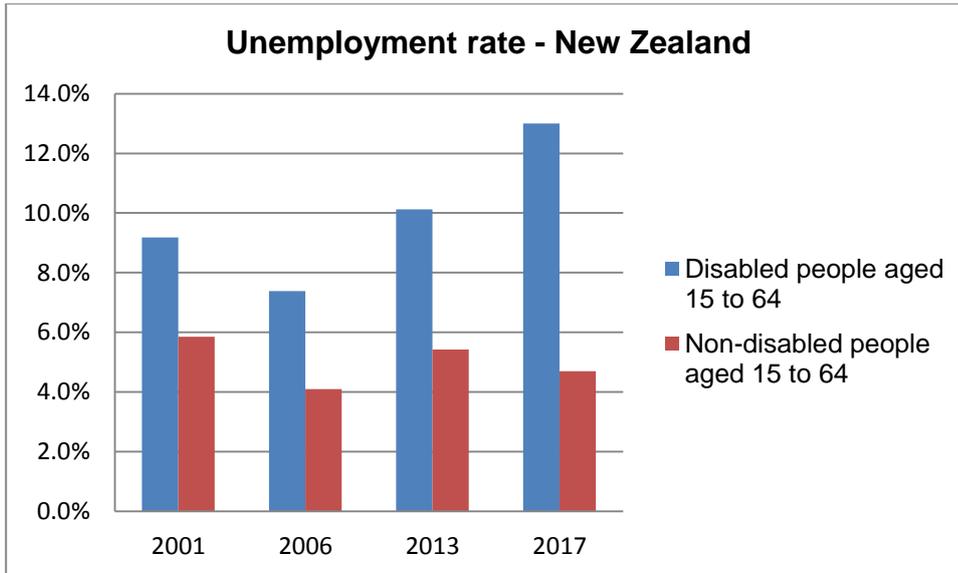
Discrimination and employer attitudes

In a 2012 survey of employers, 78% said they believed disabled people were discriminated against in employment. 59% felt there were barriers that might stop disabled people from being employed in their own workplace. Only 21% felt there were none. Most employers believed these barriers were either difficult to address or insurmountable (Woodley, Nadine , & Dylan, 2012).

Nearly all the employers in the research showed, at least outwardly, positive attitudes to disabled people. Nearly all employers believed that disabled people deserved a fair go and that their low rate of employment was an issue. These positive attitudes, however, seemed to have no effect on their willingness to hire disabled employees. Neither did knowing disabled people or having positive past experiences employing disabled people (Woodley, Nadine , & Dylan, 2012).

Across age, ethnicity and gender, disabled people have a significantly higher unemployment rate. Disabled women aged 15 to 44 have the highest unemployment rate at 15% (Statistics New Zealand , 2014). To count as unemployed in the 2013 Disability Survey, a person had to not have a paid job, be available for work, and had actively sought work in the past four weeks. These are people actively looking for work, but not being hired.

In the 2013 Disability Survey, 81% of disabled people aged 15 to 44 who were not employed, would like to work if a job was available. Research we commissioned from the Donald Beasley Institute this year confirmed this depressing situation. It showed that 72% of the disabled people surveyed were not working, but 80% of disabled people wanted to work (Milner, Mirfn-Veitch, Brown, & Schmidt, 2017, p. 12).It also showed that most of the disabled people who were in work wanted to work more hours than they currently work.



(Note the 2017 data uses different disability identification questions to the previous surveys so should not be directly compared. The gap it identifies is very consistent with previous data though).

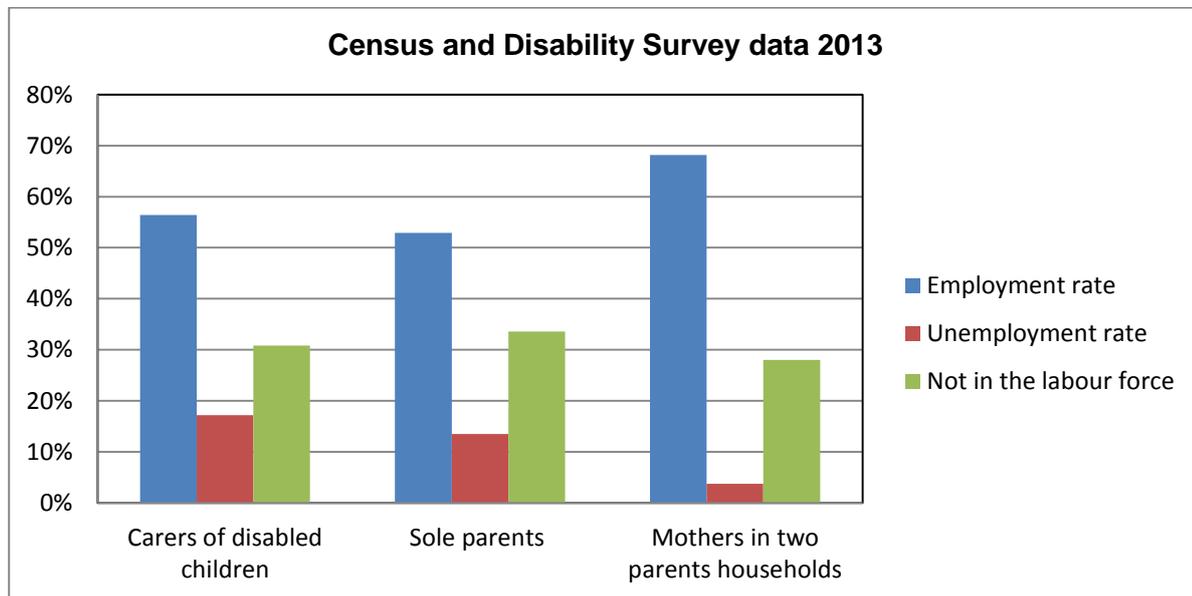
Carers of disabled children

As of June 2015, 50.9% of carers receiving the Child Disability Allowance (which is not means tested) are on a main benefit or superannuation¹. This indicates that a large number of whānau with disabled children are not working. Often one or both parents have to give up their jobs because of their child's support requirements.

Further working may be more difficult because the parent is often a sole parent. In the 2013 Disability Survey, 30% of disabled children lived in one parent households. 23% in just one parent households and 7% in one parent with other people (but not a couple) households. By comparison, 17% of non-disabled children lived in one parent households. 14% in just one parent households and 3% in one parent with other people (but not a couple) households (Statistics New Zealand, 2016, p. 4). This matches previous research that found almost 26% of people on the Domestic Purpose Benefits had children with disabilities (O'Donovan, McMillan, & Worth, 2004).

¹ Data sourced through Official Information Act request

In the 2013 Disability Survey, an estimated 17% of primary carers of disabled children were unemployed². This is higher than for sole parents in general or mothers in two-parent households.

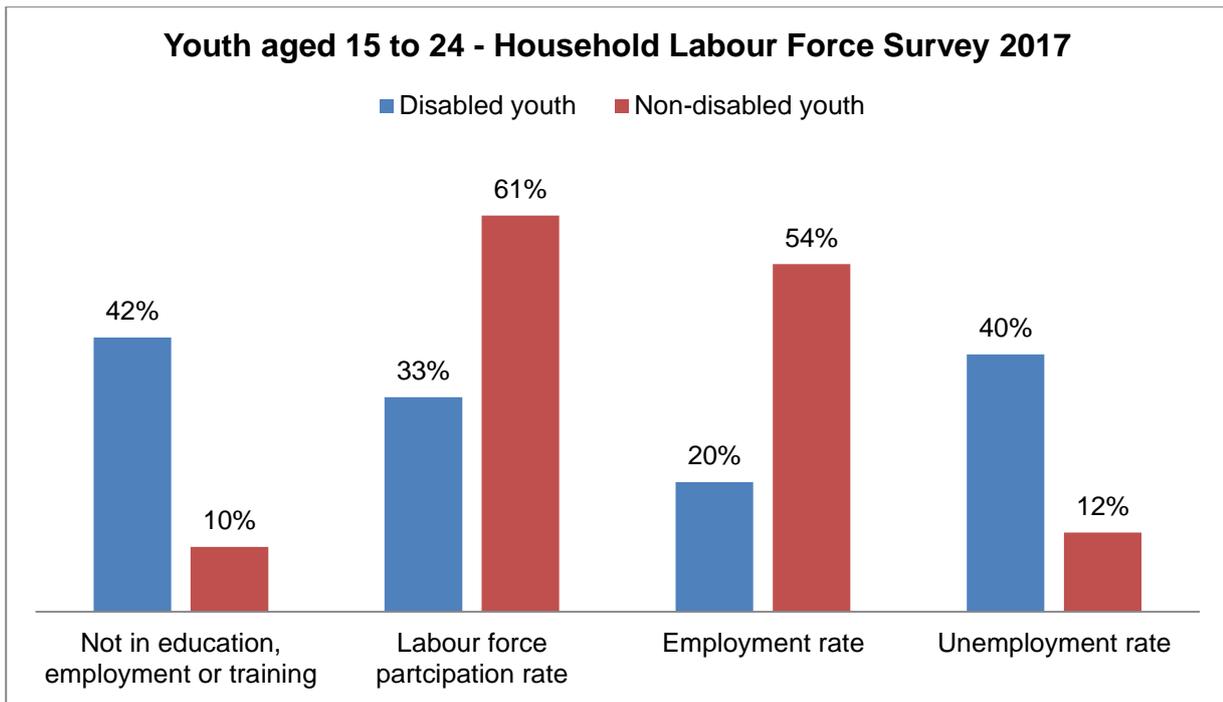


Even more invisible has been the experience of disabled parents. There is no accurate data on the number of disabled parents in New Zealand or their employment status. The needs of disabled parents are often overlooked both by mainstream services as well as by support services for disabled children. It is likely that disabled parents who have disabled children face significant barriers to employment. This is because both disabled people and carers of disabled children have higher unemployment rates.

Young people

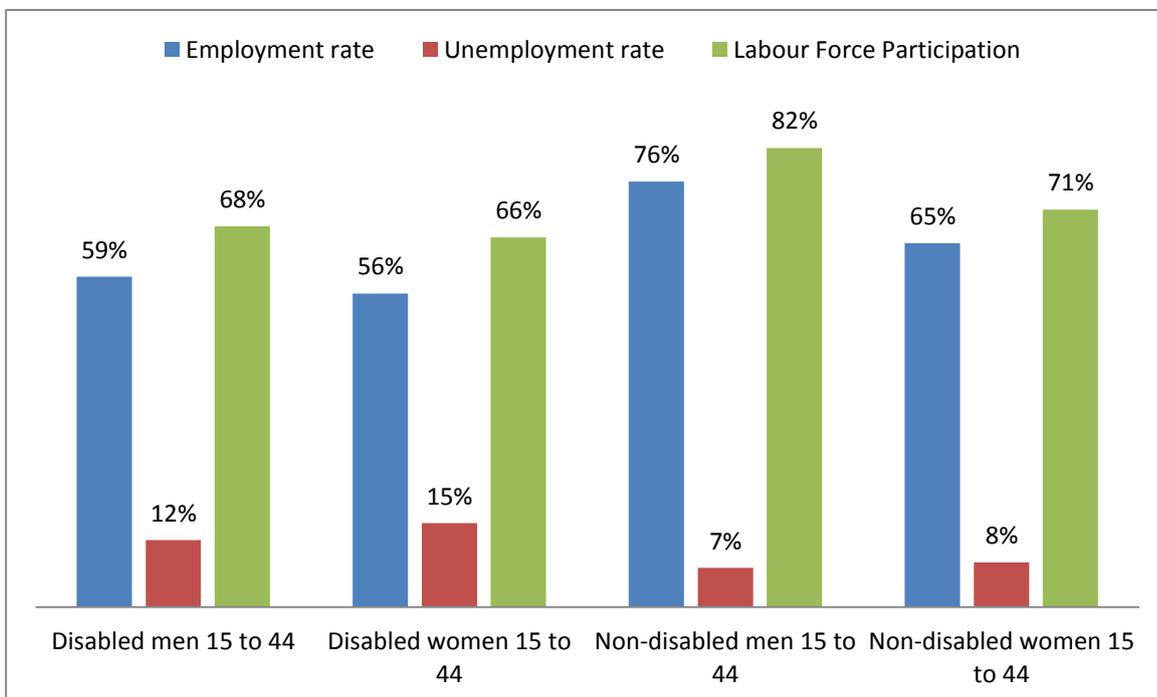
The situation with young disabled people is particularly concerning. 42.3% of people with disabilities aged 15 to 24 are not in employment, education or training. This is more than four times that of non-disabled young people, at 10%. Related to this, 41% of disabled youths have no qualification compared to 18.9% of non-disabled youth. 7.6% of disabled youth have a bachelor degree or higher compared to 18.4% of non-disabled youth (Statistics New Zealand, 2017a). Unless we take urgent action, a whole generation of disabled youth is likely to lack work experience and education qualifications. This will hamstring the economy and labour market for decades to come. The country cannot afford so much potential talent to not be in employment or training.

² Unpublished data from the 2013 Disability Survey, available on request.



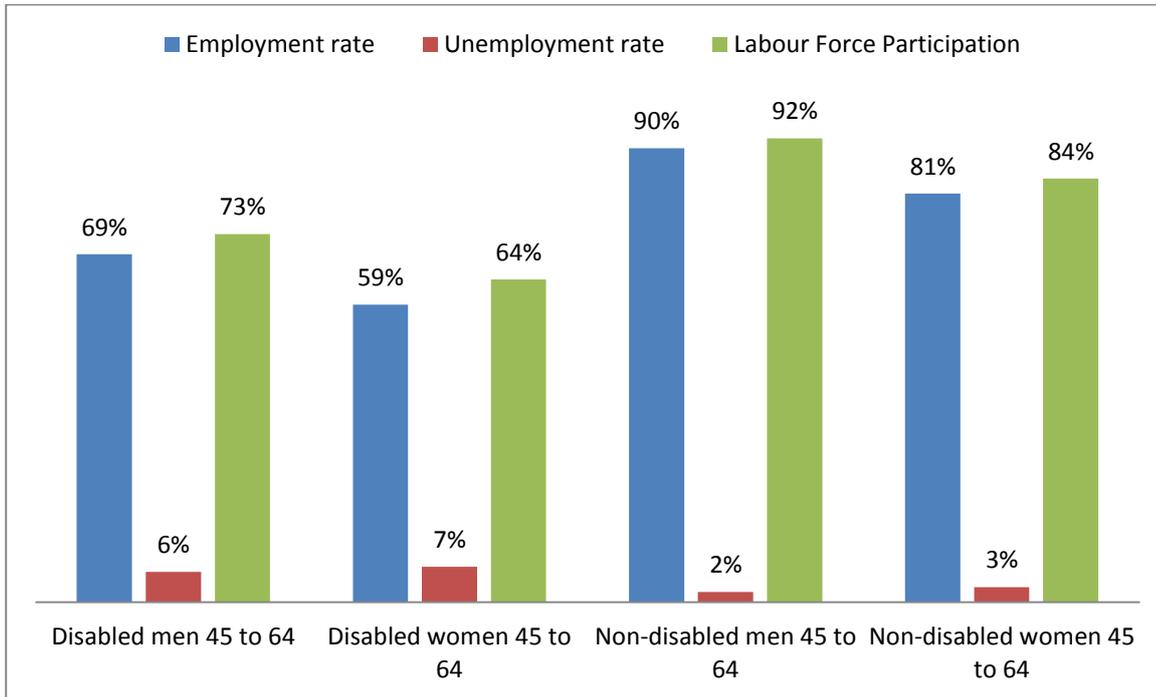
Gender

In the 2013 Disability Survey, younger disabled women aged 15 to 44 had the highest unemployment rate at 15%.



Unlike Jobseeker Support, the number of women and men receiving the Supported Living Payment is now almost equal. As of September 2017, 55% of people receiving Jobseeker Support were men and 45% were women. By comparison, 50.3% of people receiving the Supported Living Payment are men and 49.6% are women.

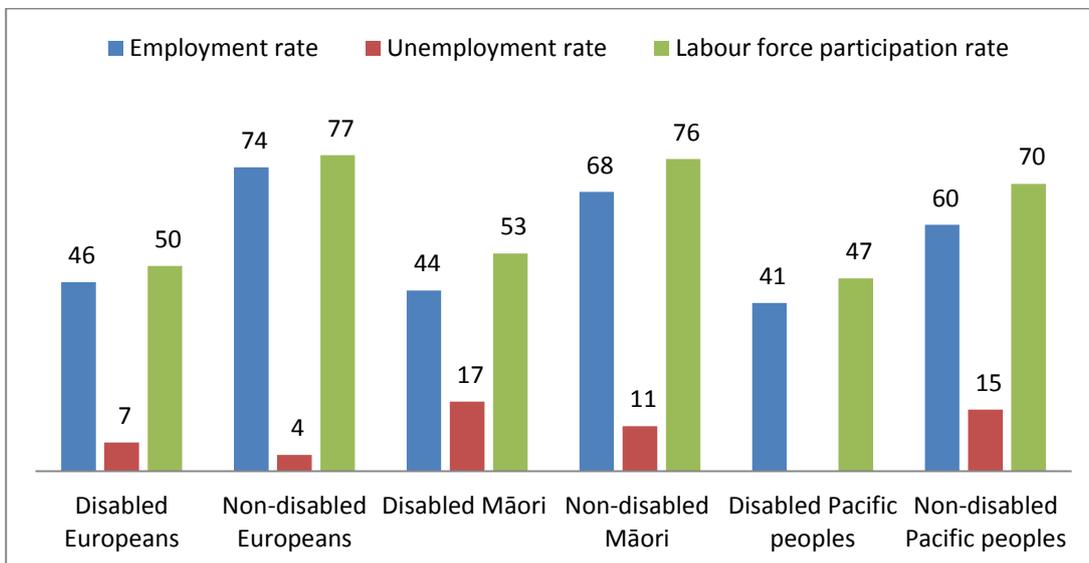
For older disabled women aged 45 to 64, the unemployment rate is slightly below that of disabled men. The labour force participation and employment rates are, however, lower.



Although we lack data, it is very possible that people with diverse gender identities and sexuality will face additional barriers to employment, especially increased discrimination. This is an area where more research should be done.

Ethnicity

We lack good data on ethnicity, disability and employment. From the available data, it is clear that disabled Māori and Pacific peoples are less likely to be employed. Note the sample size for the 2013 Disability Survey was too small to provide an estimate of the unemployment rate for disabled Pacific peoples (Statistics New Zealand , 2014).



We need change

The discrimination and barriers people with impairments face are an issue for all of us. When disabled people are prevented from accessing the community and finding employment we all lose. With an aging population, the proportion of people in the labour force who have disabilities will increase. Exclusion costs us all.

A recent study by the New Zealand Institute for Economic Research shows the high unemployment rate of disabled people represents an enormous opportunity cost for society. They calculated a gain in GDP of \$1.45 billion if the unemployment rates for disabled people were equalised with non-disabled people (NZIER, 2017). Even a relatively small reduction in the gap between disabled people and non-disabled people would reduce benefit spending and boost the tax take.

Looking internationally, a Canadian study found that removing barriers to labour force participation for people with disabilities would increase the GDP per capita of the province of Ontario by \$600 (Martin Prosperity Institute, 2010). We also have an ageing population, as well as a rising rate (albeit still too low, at just shy of 6%) of tertiary students with disabilities (Education Counts, 2016). The number of people over 65 has a 90 percent probability of increasing to 1.28–1.37 million in 2041 and to 1.58–1.81 million in 2068 (Statistics New Zealand, 2014). Disability rates increase with age. In the 2013 Disability Survey, the estimated disability rate for people over 65 was 59%.

There is a clear need for the government to take action to lower the unemployment rate of disabled people. This is not simply a social welfare issue, but also involves improving how the labour market operates. Our aging population and the resulting increase in the number of disabled people means the status quo will be unsustainable. Further, Article 27 of the Convention on the Rights of Persons with Disabilities, ratified by New Zealand in 2008, obligates Governments to recognise and legislate for equal work opportunities (United Nations, 2008).

What we need to do

The issues affecting disabled people are complex and the Government alone cannot solve all the issues. The Government, however, has a key role to play. Government funded services and income support play a major role in the lives of many disabled people.

We need to find ways to include disabled people in the community and employment. As long as people with disabilities cannot freely access employment, education and the wider community, they, and New Zealand as a whole, will be significantly disadvantaged.

This is a complex challenge. For example, these are just some of the issues stopping disabled people from finding employment:

- attitudes of employers and fellow workers;
- availability of suitable jobs in the local economy;
- ability to make adjustments to the work place;
- availability of flexible hours;
- availability of formal and informal support networks;
- a person's access to education and work experience;
- lack of accessible transport options and;
- an inaccessible built environment.

By addressing the root causes that stop people from finding employment, people may no longer require government services or may require less support. This results in better outcomes for the person and saves the government money. As an organisation, we have always recognised this. Even when we were established in 1935, we had a significant focus on improving employer's attitudes towards disabled people and skill training (The New Zealand Crippled Children Society, 1936, p. 6). We largely fund this work through non-government funding.

The Government currently funds and supports a range of individual initiatives. As the Maxim Institute noted recently, however, the Government lacks an overall coherent strategy (Van Dalen, 2017, p. 23). There is a need to coordinate and strengthen the various initiatives underway as well as identify and address gaps. In particular, there is a need to take a whole of government approach to tackling the high rate of unemployment. We need government departments, such as the Ministry of Business, Innovation and Employment, to take an active role in promoting the employment of disabled people as well as addressing issues in relevant areas, such as health and safety. We also need a strategy that links employment barriers to barriers in compulsory and tertiary education.

There is a variety of ways a coherent strategy for employment could be developed. However it is done, it should be consistent with, and build on, existing initiatives, such as the System Transformation Project, the new Disability Strategy and the Disability Action Plans. The strategy should pay particular attention to tackling unemployment for the following groups:

1. young disabled people;
2. carers of disabled children;
3. disabled parents;
4. younger disabled woman and;
5. disabled Māori and Pacific peoples.

With questions about disability now in the Household Labour Force, we can track the progress, or otherwise, of the strategy.

Recommendation

- That as the Minister for Social Development you direct the Ministry of Social Development to work with other government departments to develop a coherent strategy for tackling unemployment amongst disabled people. The strategy should pay particular attention to tackling unemployment amongst young disabled people, carers of disabled children, disabled parents, younger disabled woman, disabled Māori and disabled Pacific peoples.

Health & Safety

Since the health and safety law changes in 2015, we have seen anecdotal evidence that health and safety is becoming a bigger barrier for disabled people. Disabled people report being turned away from jobs because of health and safety concerns. We have worked with the Ministry of Social Development and Worksafe to put out guidance that health and safety must not be used as a means to discriminate against workers with disabilities. (Worksafe New Zealand , 2016).

More needs to be done. We need to research the scale of the problem. The previous employer's attitudes research is a model of how research could be done on this issue (Woodley, Nadine , & Dylan, 2012). We also need to target employers with a mixture of

information and guidance as well as enforcement when health and safety is being used as an excuse to discriminate against disabled people.

Recommendations

That as the Minister for Social Development you:

- Direct the Ministry of Social Development to work with Worksafe to collect data and/or carry out research on the impact of the health and safety law change on disabled people.
- Direct the Ministry of Social Development to work with Worksafe to develop ways to make sure health and safety is not being used as an excuse to discriminate against disabled people.

Income exemptions

Currently the Social Security Act has an income exemption for people classified as “severely disabled” (at the moment this is Section 66A of the Act, but it will be moved to Section 401 under the Social Security Legislation Rewrite Bill). Besides the very negative term used, this income exemption is inequitable, inconsistently applied and administratively inefficient. Awareness of this income exemption is generally low amongst Work and Income staff and people receiving income support, which means only the most persistent and well-informed people tend to even apply for it.

When people do apply the Social Security Act does not define what severely disabled means. Further, the term severely disabled is similar to the general eligibility requirement for a Supported Living Payment that someone must be severely restricted in their capacity for work. As a result, the Ministry has little guidance on whether to accept applications or not, adding to the inconsistency.

A better solution would be to change the income exemption to a universal exemption for everyone on the Supported Living Payment. Given that anyone who works more than 15 hours a week in open employment is generally not eligible for the Supported Living Payment and that there is an existing income exemption of up to \$5,200 for all people on the Payment, a further income exemption is unlikely to result in significant costs for the government (New Zealand Government, 2016, p. 43). Anecdotally, some people have

reported that the original intent of the 66A income exemption was that it would apply to everyone on the then Invalid's Benefit.

A universal exemption may also encourage people on the Supported Living Payment to take up more casual and part-time employment and begin a pathway to further employment. This, in turn, may contribute to poverty reduction and result in people moving off income support or to lower cost income support, such as the Jobseekers Support, reducing future welfare liability.

With other benefit categories falling, people on the Supported Living Payment are making up an increasing percentage of people on main benefits. As of March 2016, 33.3% of people on a main benefit are on the Supported Living Payment. Often overlooked are the young people aged 18 to 24 who enter the Supported Living Payment. These people have the highest average future welfare liability of any group, estimated to be almost \$300,000 in the 2015 actuarial evaluations (Taylor Fry, 2016, p. 73). Any change that helps younger people on the Supported Living Payment to find employment could deliver large future savings to the government.

Research has consistently found that disabled people want to work (Milner, Bray, Cleland, Taylor, Entwisle, & Wilson, 2003, p. v). In the 2013 Disability Survey, 81% of disabled people aged 15 to 44 who were not employed, would like to work if a job was available (Statistics New Zealand, 2014). Disabled people often face attitude and access barriers to employment (Woodley, Nadine, & Dylan, 2012, pp. 22-23; La Gro & Daye, Nov 2005, p. 177).

An income exemption cannot overcome attitude and access barriers directly, but it could help offset some of the extra costs disabled people can face in finding employment. For example, disabled people often have additional transport cost when they cannot use public transport and/or when they have to travel further afield to find an employer willing to hire them.

Recommendation

That as the Minister for Social Development you:

- Direct the Ministry of Social Development to model the fiscal impact of expanding the income exemption to everyone on the Supported Living Payment, including taking into account possible positive effects.
- Direct the Ministry of Social Development to change the income exemption for people who are severely disabled into a universal exemption for everyone on the Supported Living Payment.

Making the Out of School Care and Recreation (OSCAR) subsidy work

Currently, if a child receives the Child Disability Allowance, they qualify for the Out of School Care and Recreation (OSCAR) Subsidy up to the age of 18 (Work and Income). Unfortunately, the subsidy rate makes no allowances for the child requiring extra support and is the same rate as for nondisabled children. As a result, if your child has higher support needs finding a programme that will take your child for the base rate is virtually impossible. The Ministry of Social Development should work with the Ministry of Education to develop a realistic subsidy level for disabled children.

Recommendations

- That as the Minister for Social Development you direct the Ministry of Social Development to develop a realistic Out of School Care and Recreation (OSCAR) subsidy level for disabled children.

Reducing administrative inefficiency

The eligibility criteria for the Child Disability Allowance and the Disability Allowance should be aligned.

These two allowances were introduced within three years of each other, but by different governments, which has resulted in long-standing inconsistencies. The Labour Government introduced the Disability Allowance in 1975 as part of the Disabled Persons Community Welfare Act (New Zealand Government, 1975). The Disability Allowance pays for disability related costs, is income tested and applies to all ages.

Three years later, the National Government introduced the Child Disability Allowance (New Zealand Government, 1978). The Child Disability Allowance is paid to parents of children with disabilities. The Child Disability Allowance aims to recognise the extra care and

attention needed for that child, which is a very vague purpose. Unlike the Disability Allowance, it is not income tested.

The meaning of disability for the Disability Allowance is explicitly linked in the Act to the Human Rights Act definition. By comparison, the definition of disability in the Child Disability Allowance is not explicitly linked to the Human Rights Act definition. Further, the definition for the Disability Allowance requires the disability to last more than six months, for the Child Disability Allowance the disability has to last longer than twelve months (New Zealand Government, 2016, pp. 35, 57-58).

Beyond those differences, there are broad similarities in the definitions. For the Disability Allowance, the person needs to have a disability that requires ongoing support to undertake the everyday functions of life; or ongoing supervision/ treatment by a health practitioner. For the Child Disability Allowance the person needs to have a disability that means they need constant care and attention.

Children can receive both allowances at the same time, yet to do so; Work and Income must assess the child's eligibility under two different sets of criteria. This may require two separate medical examinations, which hardly seems efficient. We suggest the Child Disability Allowance eligibility criteria is merged with the Disability Allowance criteria, while retaining the non-income tested status for the Child Disability Allowance.

The extent that this merger would actually change eligibility could be determined by the current overlap amongst children who receive the Disability Allowance and the Child Disability Allowance. If children who receive the Disability Allowance tend to also receive the Child Disability Allowance, the effects of merging the eligibility criteria is likely to be minimal, but will make the welfare system easier to administer for the government and navigate for families.

Recommendation

- That as the Minister for Social Development you merge the eligibility criteria for the Child Disability Allowance and the Disability Allowance, while retaining the non-income tested status for the Child Disability Allowance.

Overseas travel

Changes to the Social Security Act in 2013, mean that the chief executive of the Ministry of Social Development can allow people on the Supported Living Payment who are competing in any overseas multinational or international Special Olympic or Paralympic Games competition to go overseas for up to six weeks, before their benefit is stopped. Otherwise, only a maximum of four weeks is allowed.

It would be more equitable and consistent to simply extend the six weeks to everyone on a Supported Living Payment. There are a variety of legitimate reasons for someone to travel overseas for up to six weeks. People could be representing New Zealand at international forums such as the United Nations. Robert Martin, for example, is currently serving on the United Nations Committee on the Rights of Persons with Disabilities.

People could also be attending academic conferences or representing disabled person organisations overseas. Some disabled people have unpaid roles in governance committees that require overseas travel. Overseas experience can improve someone's chance of employment. It should not be the role of the government or the Ministry of Social Development to decide that some reasons for travel, such as sporting representation, are more legitimate than others.

Allowing everyone on the Supported Living Payment to travel for up to six weeks would make the system simpler, easier to administer and more equal. It would also help New Zealand to meet its commitments under Article 18 of the Convention on Rights of Persons with Disabilities.

The restrictions on travel seem unnecessary. The cost to crown is the same when someone is travelling. In most cases it will be less because supplementary benefits are not available past four weeks and disability support services are often not available.

Recommendation

- That as the Minister for Social Development you amend subsection 3A of Section 77 of the Social Security Act to allow everyone on the Supported Living Payment to travel for up to six weeks.

Thank you

Thank you for taking the time to read this briefing. We look forward to seeing the difference you will make.

Bibliography

(2016). Retrieved from Education Counts:

<https://www.educationcounts.govt.nz/statistics/tertiary-education/participation>

La Gro, S. J., & Daye, P. (Nov 2005). Barriers to employment identified by blind and vision-impaired people in New Zealand. *Social Policy Journal of New Zealand*.

Martin Prosperity Institute. (2010). *Releasing Constraints: Projecting the Economic Impacts of Improved Accesssibility in Ontario*.

Milner, P., Mirfn-Veitch, B., Brown, S., & Schmidt, L. (2017). *Getting the Life I Want Online Survey*. CCS Disability Action.

New Zealand Government. (1975). *Disabled Persons Community Welfare Act*.

New Zealand Government. (1978). *Social Security Amendment Act* .

New Zealand Government. (2016). *Social Security Legislation Rewrite Bill*.

NZIER. (2017). *Valuing access to work*.

O'Donovan, T., McMillan, K., & Worth, H. (2004). An Employment Barrier: The Health Status of DPB Recipients' Children. *Social policy journal of NZ Te Puna Whakaaro*.

Statistics New Zealand . (2014). *2013 Disability Survey: Labour market tables*. Statistics New Zealand .

Statistics New Zealand. (2014, November 28). *National Population Projections: 2014 (base)–2068*. Retrieved from Statistics New Zealand:

http://m.stats.govt.nz/browse_for_stats/population/estimates_and_projections/NationalPopulationProjections_HOTP2014.aspx

Statistics New Zealand. (2016). *Disability and housing conditions: 2013*.

Statistics New Zealand. (2017a, September 7). *Labour Market Statistics (Disability): June 2017 quarter*. Retrieved October 20, 2017, from Statistics New Zealand:

http://www.stats.govt.nz/browse_for_stats/income-and-work/employment_and_unemployment/LabourMarketStatisticsDisability_HOTPJun17qtr.aspx

Taylor Fry. (2016). *Valuation of the Benefit System for Working-age Adults*. Ministry of Social Development .

The New Zealand Crippled Children Society. (1936). *First Annual Report of New Zealand Executive 1935-36*. Wellington: The New Zealand Crippled Children Society.

United Nations. (2008). *Convention on the Rights of Persons with Disabilities*. United Nations.

Van Dalen, D. (2017). *Acknowledging ability overcoming the barriers to employment for people living with disabilities*. Maxim Institute.

Woodley, A., Nadine, M., & Dylan, S. (2012). *Employer attitudes towards employing disabled people*. Point Research.

Work and Income. (n.d.). *Qualifications*. Retrieved from Work and Income:
<https://www.workandincome.govt.nz/map/income-support/extra-help/childcare-assistance-programme/qualifications-03.html>

Worksafe New Zealand . (2016, May 12). *FAQ & Mythbusting*. Retrieved November 22, 2017, from Worksafe New Zealand :
<http://www.worksafe.govt.nz/worksafe/hswa/understanding-hswa/mythbusting/workers#workers-disabilities>